

# Perfection Associates, LLC

350 Pearl Street, Fort Wayne, Indiana 46802

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State of Michigan

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Talent Investment Agency  
Section: \_\_\_\_\_

November 2, 2018

Krista Johnson  
WIOA Title I Section Manager  
Workforce Development – Office of talent Policy and Planning  
201 North Washington Square  
Lansing, MI 48913

Mayor Thomas Kramer  
Henry L. Brown Municipal Building  
One Grand Street  
Coldwater, MI 49036

***Re: Perfection Associates LLC Coldwater Plant—Notice of Facility Closure***

To whom it may concern:

This letter is to advise you that Perfection Associates LLC is closing its Coldwater bakery located at 189 W. Garfield Ave., Coldwater, MI 49036.

There are 74 employees who are being impacted at this location. The entire facility will close early January 2019. Employees were notified regarding the facility's closure on November 2, 2018.

A number of employees will have opportunities to re-locate to the Company's Kalamazoo bakery and elsewhere. Consequently, the Company does not believe that this closure constitutes a WARN-qualifying event. However, the Company is providing notice to all employees in light of the fact that the WARN Act, at 29 U.S.C. §2106, encourages employers to provide notice even when not legally required to do so.

The list of job titles of the positions, and the number of employees in each of those job titles, affected by this closure is attached as Attachment A. None of the impacted positions are represented by a union. This closure is expected to be permanent. No bumping or recall rights exist for employees.

If you have any questions, or need further information, please do not hesitate to contact me at (260) 424-5631 ext. 10342.

Very truly yours,



George Long